

YDUQS PARTICIPAÇÕES S.A.
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YDUQS Diversity, Equity and Inclusion Policy

1. Commitment to Diversity

At YDUQS, diversity, equity, inclusion and non-discrimination are fundamental principles that are continually emphasized by all senior executives (BoD and Executive Board). We highly value and respect the unique contributions of each employee, fostering a work environment that is equitable, innovative, and inclusive. Our policy ensures equal opportunities for all individuals, with the commitment to advancing diversity through initiatives that promote gender equity, support the inclusion of individuals with disabilities and those identifying as LGBTQIAP+, and create opportunities for ethnic and racial diversity, among other dimensions of diversity. We aim to enrich our organizational culture with diverse perspectives, regardless of individual characteristics.

2. Scope

This policy applies to the entire organization, including its subsidiaries, regardless of hierarchical level, as well as shareholders, service providers, suppliers, third parties, and other business partners of YDUQS. All representatives of YDUQS are expected to adhere to and implement the guidelines outlined in this policy.

3. Governance and Structure

The "Incluir para transformar" (Include to transform) program is managed by a dedicated team within the People & Management and ESG departments. This program also includes the Equity and Inclusion Committee, comprising representatives from senior executive leadership. This strategic committee oversees the implementation of Diversity, Equity, and Inclusion (DEI) initiatives, evaluates progress indicators, and ensures the effectiveness of the actions.

Additionally, YDUQS fosters affinity groups as platforms for the development, creation, exchange, and validation of DEI initiatives.

4. Guidelines

To uphold this policy, we continuously implement and review various programs and actions. YDUQS is committed to transparency, clearly communicating our objectives, progress, and challenges related to diversity, equity, and inclusion. By embedding these principles throughout all organizational levels and areas, we enhance cohesion, innovation, and business excellence. Formal normative documents are available on the company's official platform to ensure comprehensive disclosure of these matters at all levels.

5. Key Commitments to Diversity, Equity, and Inclusion

5.1. Promotion of Diversity

- Affirmative actions, such as the Exclusive Trainee Program for Black individuals, are designed to recruit, promote, and retain professionals from diverse ethnic-racial backgrounds. The objective is to strengthen and accelerate the careers of racialized individuals through participation in strategic projects, technical and behavioral training, and mentorship by company leaders.
- Promotion of affinity groups as collaborative spaces for developing initiatives and actions for marginalized groups.
- Establishment of talent pools and specific programs to recruit, retain, and support individuals with disabilities, ensuring accessibility and equal opportunities.

5.2. Gender Equality

- Implementation of policies for gender pay equity.
- Development and advancement programs for women to attain leadership positions.
- Provision of flexible remote work options post-leave for pregnant, adoptive,

and parental employees.

5.3. Inclusive Environment

- Development of an inclusive dress code that respects cultural and religious identities.
- Implementation of inclusive restroom facilities.
- Inclusion and respect for the social names of transgender employees and students.
- Utilization of the Yellow Card to identify and address expressions or behaviors that may inadvertently cause embarrassment, in an educational manner.

5.4. Engagement and Awareness

- Implementation of training and development programs to raise awareness and engage employees.
- Conduct of awareness campaigns and educational initiatives on diversity and inclusion, with a focus on combating LGBTQIAP+phobia, sexual harassment, and adopting anti-racist and anti-ableist practices.
- Organization of events involving the entire academic community, such as "Lugar de Fala" to foster open dialogues about diversity.
- Regular surveys (eNPS) to assess employee satisfaction with DEI policies.

6. Diversity and Inclusion as ESG Goals

The promotion of diversity and inclusion is a critical component of our Environmental, Social, and Governance (ESG) objectives. We recognize the positive social impact that diversity and inclusion contribute to both society and our organization. By fostering an inclusive environment, we not only support social equity but also drive innovation and business sustainability.

7. ESG Diversity and Inclusion Targets

YDUQS reaffirms its commitment to non-discrimination, equity, and

inclusion through strategic and measurable goals aligned with the United Nations Sustainable Development Goals, including:

- To increase the representation of Black individuals (Black and Brown) in teaching positions by 3 percentage points by 2025.
- To increase the representation of Black individuals (Black and Brown) in leadership positions by 5 percentage points by 2025.
- To train 100% of the senior leadership on the content of the corporate diversity program by 2023.
- To reduce employee dissatisfaction related to embarrassment by 50% in our eNPS by 2023.
- To increase LGBTQIAP+ representation in the company by up to 3 percentage points by 2025.
- To achieve at least 33% representation of women, Black individuals, and LGBTQIAP+ individuals on the Board of Directors by 2026.

8. Risk Management and Control of Deviations

YDUQS identifies acts of discrimination and harassment as legal, operational, financial, and compliance risks. In accordance with our Code of Ethics and Conduct, violations of the company's codes, statutes, regulations, policies, and rules are not tolerated and will be subject to appropriate disciplinary measures. To address deviations from this policy, YDUQS employs the Confidential Channel –an anonymous whistleblowing reporting system available 24/7 for reporting and investigating discriminatory or harassing situations. The Ethics Committee, composed of senior management members, monitors conduct deviations reported through this channel and communicates significant concerns to the Board of Directors and the Audit Committee. In our commitment to governance and transparency with stakeholders, YDUQS publishes an annual report on the number and types of complaints received in the Integrated Report.

9. Ongoing Commitment

YDUQS is dedicated to clearly and consistently communicating goals,

progress, and challenges related to diversity, equity, and inclusion. By integrating these principles across all levels and areas of the organization, we reinforce cohesion, innovation, and business excellence. The Diversity, Equity, and Inclusion Policy is established through formal normative documents available on the company's official platform, ensuring full disclosure of these matters at all levels.

10. Review Control

This policy will be reviewed periodically, on an annual basis.

Rio de Janeiro, August 8, 2024